

Grant Application Package

Opportunity Title:	FY17 ENVIRONMENTAL WORKFORCE DEVELOPMENT AND JOB TRAINI
Offering Agency:	Environmental Protection Agency
CFDA Number:	66.815
CFDA Description:	Environmental Workforce Development and Job Training Co
Opportunity Number:	EPA-OLEM-OBLR-17-01
Competition ID:	
Opportunity Open Date:	12/28/2016
Opportunity Close Date:	02/24/2017
Agency Contact:	Rachel Congdon; 1200 Pennsylvania Ave. N.W.; Mail Code: 5105T; Washington, D.C. 20460. E-mail: congdon.rachel@epa.gov. Phone: (202) 566-1564.

This opportunity is only open to organizations, applicants who are submitting grant applications on behalf of a company, state, local or tribal government, academia, or other type of organization.

Application Filing Name: FSCJ 2017 EWDJT Proposal

Select Forms to Complete

Mandatory

Application for Federal Assistance (SF-424)	Complete
Project Narrative Attachment Form	Complete
Budget Information for Non-Construction Programs (SF-424A)	Complete

Optional

☐ [Other Attachments Form](#)

Instructions

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If the Federal funding opportunity listed is not the opportunity for which you want to apply, close this application package by clicking on the "Cancel" button at the top of this screen. You will then need to locate the correct Federal funding opportunity, download its application and then apply.

Application for Federal Assistance SF-424

*** 1. Type of Submission:**

- ☐ Preapplication
☒ Application
☐ Changed/Corrected Application

*** 2. Type of Application:**

- ☒ New
☐ Continuation
☐ Revision

*** If Revision, select appropriate letter(s):**

*** Other (Specify):**

*** 3. Date Received:**

Completed by Grants.gov upon submission.

4. Applicant Identifier:

5a. Federal Entity Identifier:

5b. Federal Award Identifier:

State Use Only:

6. Date Received by State:

7. State Application Identifier:

8. APPLICANT INFORMATION:

*** a. Legal Name:**

Florida State College at Jacksonville

*** b. Employer/Taxpayer Identification Number (EIN/TIN):**

59-1149317

*** c. Organizational DUNS:**

0832376560000

d. Address:

*** Street1:**

501 West State Street

Street2:

*** City:**

Jacksonville

County/Parish:

*** State:**

FL: Florida

Province:

*** Country:**

USA: UNITED STATES

*** Zip / Postal Code:**

322024030

e. Organizational Unit:

Department Name:

Division Name:

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:

*** First Name:**

Jennifer

Middle Name:

*** Last Name:**

Peterson

Suffix:

Title:

Director of Grants

Organizational Affiliation:

*** Telephone Number:**

(904) 632-3291

Fax Number:

*** Email:**

jennifer.peterson@fscj.edu

Application for Federal Assistance SF-424

*** 9. Type of Applicant 1: Select Applicant Type:**

H: Public/State Controlled Institution of Higher Education

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

*** 10. Name of Federal Agency:**

Environmental Protection Agency

11. Catalog of Federal Domestic Assistance Number:

66.815

CFDA Title:

Environmental Workforce Development and Job Training Cooperative Agreements

*** 12. Funding Opportunity Number:**

EPA-OLEM-OBLR-17-01

* Title:

FY17 ENVIRONMENTAL WORKFORCE DEVELOPMENT AND JOB TRAINING (EWDJT) GRANTS

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

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*** 15. Descriptive Title of Applicant's Project:**

Jacksonville Environmental Workforce Development and Job Training Project

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424**16. Congressional Districts Of:*** a. Applicant * b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:* a. Start Date: * b. End Date: **18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="200,000.00"/>
* b. Applicant	<input type="text" value="75,800.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="275,800.00"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**☐ a. This application was made available to the State under the Executive Order 12372 Process for review on ☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.☒ c. Program is not covered by E.O. 12372.*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**☐ Yes☒ No

If "Yes", provide explanation and attach

21. *By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

☒ ** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:Prefix: * First Name: Middle Name: * Last Name: Suffix: * Title: * Telephone Number: Fax Number: * Email: * Signature of Authorized Representative: * Date Signed:

Project Narrative File(s)

* Mandatory Project Narrative File Filename:

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To add more Project Narrative File attachments, please use the attachment buttons below.

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Transmittal Letter

February 15, 2017

Mr. David Champagne
U.S. Environmental Protection Agency
Region IV - Atlanta Federal Center
61 Forsyth Street (SNFC, EPA Mailroom)
Atlanta GA 30303

Dear Mr. Champagne:

Florida State College at Jacksonville (FSCJ) is pleased to submit a proposal for the FY-17 Environmental Workforce Development and Job Training grant program in response to RFP # EPA-OLEM-OBLR-17-01. The project seeks to train and employ residents from targeted urban areas through collaborations with the City of Jacksonville, the Regional Workforce Investment Board, industry partners, and community organizations. As a FY 2015 EWDJT grantee (#JT-95489111-4), we respectfully request to continue and expand our training program to prepare participants for a wide range of environmental employment opportunities. Our FY 2017 program will train and graduate at least 60 participants; of the 60 graduates, we will place at least 75% in jobs.

Your consideration of this request is very much appreciated. Please see the transmittal information below, Sections A-I. Should you have any questions or require additional information, please contact me at (904) 632-3222.

Sincerely,



Dr. Cynthia A. Bioteau
College President

Transmittal Information

A. Applicant Identification: Florida State College at Jacksonville, 501 West State Street, Suite 205, Jacksonville, FL 32202, DUNS #: 083237656

B. Responses to the 8 Threshold Eligibility Criteria

a. Applicant eligibility: Florida State College at Jacksonville is an eligible applicant as a public educational institution as evidenced by the attached document certifying the college as a tax exempt entity. FSCJ did not receive an FY16 EWDJT grant.

b. Project does not duplicate other federally funded environmental job training programs. This FY17 EWDJT project does not duplicate any other environmental efforts. FSCJ's EWDJT program complements the City of Jacksonville's designation as an Environmental Justice Showcase Community by offering an Environmental Justice Overview course to participants. The College was awarded a Department of Labor America's Promise Grant focused on Advanced Manufacturing. This project does not duplicate EWDJT efforts since it is not focused on environmental health and safety training. FSCJ proactively implements the following strategies to avoid duplication of grant activities: 1) development of all grant applications is routed through the College's central Department of Resource Development; 2) the

College's established EWDJT Steering Committee provides a comprehensive picture of Jacksonville's existing and planned environmental workforce training initiatives; and 3) all training aligns with labor market data.

c. Required HAZWOPER training. OSHA 29 CFR 1910.120 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) training is incorporated into the proposed curriculum and is required of all trainees in the program. This training is discussed on pages 4, 7 and 11 of the proposal.

d. Federal Funds Requested: \$200,000

e. Substantial Conformity with Instructions and Format: This proposal complies with submission requirements in Request for Proposals # EPA-OLEM-OBLR-17-01.

f. Training Curriculum Chart Information located on pages 4 and 5.

FSCJ EWDJT TRAINING CURRICULUM CHART	
<i>Course Names</i>	<i>Cost of Course</i>
Brownfields Hazardous Waste Assessment and Cleanup Training	
Environmental Justice Overview	\$1,075.20
OSHA Laboratory Standards	\$537.60
OSHA 29 CFR 1910.120: HAZWOPER	\$5,376.00
OSHA Disaster Site Worker	\$2,150.40
OSHA Oil Spills Supervisor	\$1,075.20
OSHA Construction Safety	\$4,032.00
OSHA General Industry	\$4,032.00
OSHA Confined Space Entry	\$1,075.20
EPA 24 Hour Hazardous Material Technician	\$3,225.60
OSHA Blood Borne Pathogens	\$537.60
Medical Waste Collection & Hazards	\$537.60
OSHA Maritime Longshoreman	\$1,344.00
OSHA Maritime Terminal Operations	\$1,344.00
Superfund Site Cleanup and Innovative and Alternative Treatment Technologies Training	
Environmental Sampling and Analysis	\$2,150.40
Environmental Math and Chemical Safety	\$1,075.20
Waste Water Treatment Training	
Florida Storm Water, Erosion, Sedimentation Control Inspector	\$2,150.40
Emergency Planning, Preparedness, and Response Training	
FEMA: National Incident Management System (NIMS) IS-00700.a	\$1,075.20
Enhanced Environmental Health and Safety Training	
American Red Cross First Aid, CPR&AED	\$1,075.20
Mold and Asbestos Worker	\$1,075.20
EPA Lead Renovator, Repair and Paint (RRP)	\$1,075.20
Integrated Pest Management (IPM) Training	
IPM / Pest Worker Standards & Worker Safety	\$672.00

g. Target Area FSCJ will serve one target area: Jacksonville, Fla., with a focus on neighborhoods in Health Zone 1.

h. Proposal Submission Requirement This proposal was submitted through www.grants.gov by the deadline of 11:59 p.m. on February 24, 2017. FSCJ did not receive an EWDJT grant award in FY16.

C. Grant Type: Environmental Workforce Development and Job Training Grant.

D. Location: Duval County, Jacksonville, Florida

E. Contacts: a. **Project Director:** Dr. Sondra Evans, Dean of Sciences, Phone: (904) 381-3665, Sondra.Evans@fscj.edu, 3939 Roosevelt Boulevard, Jacksonville, FL 32205

b. **Chief Executive/Highest Ranking Official:** Dr. Cynthia Bioteau, College President, Phone: (904) 632-3222, Fax (904) 632-3393, cynthia.bioteau@fscj.edu, 501 W. State St, Jacksonville, FL 32202

F. Date Submitted: February 24, 2017 **G. Project Period:** May 1, 2017- April 30, 2020

H. Population: The State of Florida has a population of 19,642,772, the City of Jacksonville is home to 1,401,600 residents and Health Zone 1, located in Jacksonville's urban core, has an estimated population of 105,798 (U.S. Census Bureau, 2011-2015 Population Estimates). Many residents in Jacksonville's urban core neighborhoods experience low-per capita, income, high unemployment, low attainment of education, low housing values, high percentages of residents on public assistance, and high poverty levels. This area has a number of Superfund sites, brownfields, vacant and abandoned lots or other properties where contamination is suspected, and impacted waterways.

I. Training: FSCJ will offer the following types of training:

FSCJ EWDJT TRAINING	
<i>Course Names</i>	<i>Level of Training</i>
Brownfields Hazardous Waste Assessment and Cleanup Training	
Environmental Justice Overview	Awareness
OSHA Laboratory Standards	Advanced
OSHA 29 CFR 1910.120: HAZWOPER	Advanced
OSHA Disaster Site Worker	Advanced
OSHA Oil Spills Supervisor	Awareness
OSHA Construction Safety	Advanced
OSHA General Industry	Advanced
OSHA Confined Space Entry	Awareness
EPA 24 Hour Hazardous Material Technician	Advanced
OSHA Blood Borne Pathogens	Advanced
Medical Waste Collection & Hazards	Awareness
OSHA Maritime Longshoreman	Advanced
OSHA Maritime Terminal Operations	Advanced
Superfund Site Cleanup and Innovative and Alternative Treatment Technologies Training	
Environmental Sampling and Analysis	Advanced
Environmental Math and Chemical Safety	Awareness
Waste Water Treatment Training	
Florida Storm Water, Erosion, Sedimentation Control Inspector	Advanced
Emergency Planning, Preparedness, and Response Training	
FEMA: National Incident Management System (NIMS) IS-00700.a	Advanced
Enhanced Environmental Health and Safety Training	
American Red Cross First Aid, CPR&AED	Advanced
Mold and Asbestos Worker	Awareness
EPA Lead Renovator, Repair and Paint (RRP)	Advanced
Integrated Pest Management (IPM) Training	
IPM / Pest Worker Standards & Worker Safety	Awareness

Narrative Proposal

1. Community Need

A. Community Description

Detailed Description of Community: Florida State College at Jacksonville (a public educational institution) is proud to lead a dynamic partnership with the City of Jacksonville, the regional Workforce Investment Board, community groups, environmental organizations, and businesses and industry associations representing over 300 employers, to serve Jacksonville, Florida, located in Duval County in the northeast region of the state. This EWDJT project addresses a **compelling need** and will **change the lives of 60 underserved residents who will gain meaningful employment, while furthering important environmental justice outcomes locally**. Jacksonville is the principal city in the Metropolitan Statistical Area, which has a population of 1,449,481. The Florida Department of Environmental Protection (DEP) Contamination Locator Map indicates Jacksonville currently has **906 reported cleanup sites** to include: Superfund, Brownfields, petroleum and other waste cleanup sites. The EPA database currently has **128 designated Brownfields sites** in Duval County. The target area's coastal location facilitates **multiple military installations** including Florida's two largest U.S. Navy bases, Naval Air Station Jacksonville and Naval Station Mayport. Naval Air Station Jacksonville is the third largest U.S. Navy base in the world, and combined with nearby Blount Island Command and Naval Submarine Base Kings Bay, the area has the third largest military presence in the country behind Norfolk, Virginia and San Diego, California (Forbes, 2015). Navy and the U.S. Census data reveal that **Duval County is home to 85,376 veterans**. In Jacksonville alone, over 950 members of the military record their DD-214 (Certificate of Release or Discharge from Active Duty) with the City of Jacksonville's Office of Military Affairs and Veterans Services each month to establish the target area as their home of record. JAXPORT, an international trade seaport handling 21 million tons of annual cargo which includes hazardous materials, is also located here. **There are a number of public health, welfare, economic and cumulative environmental challenges faced by the target community**. As indicted by the data in the table below, Health Zone 1 of Duval County is a particularly high need target area within the city of Jacksonville. Health Zone 1 corresponds to the urban core and its residents experience the city's lowest per-capita incomes, highest unemployment, lowest attainment of education and lowest housing values. It also contains the highest concentration of minority residents in Duval County. **Health Zone 1 has been designated as an EPA Environmental Justice Showcase community**.

Table 1: Demographic Data for Target Community, County, State and Nation

	<i>Target Community Health Zone 1</i>	<i>Duval County</i>	<i>Florida</i>	<i>Nation</i>
Population	106,568	890,673	19,645,772	316,515,021
Unemployment	9.5%	6.6%	5.7%	5.2%
Poverty Rate	35.6%	17.3%	16.5%	15.5%
Percent Minority	80%	36%	24%	26%
Per Capita Income	\$17,560	\$26,543	\$26,829	\$28,930
High School Graduate	79.2%	88.6%	91.4%	87.1%
Bach. Degree or Higher	14.3%	27.3%	27.3%	29.8%
Median Home Value	\$92,617	\$142,300	\$159,000	\$178,600
<i>Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates</i>				

How demographic indicators relate to current challenges: The target area experiences a significant depth and high degrees of environmental and economic challenges. Jacksonville is among the worst big cities in the South for people to improve their economic mobility. Forbes ranked Jacksonville 52nd in the 100 largest metro areas for best business climate, while the city's rank for economic mobility was among the worst at 90th. Residents born into the bottom one-fifth of family incomes have a 4.9 percent chance of ever getting to the top one-fifth. In 2016, Duval County Public Schools was named the "Most Dangerous School District" in Florida, with more incidences of fighting and physical attacks than

any other school district in the state. Jacksonville has the **highest crime rate in the state per 100,000 population** and Florida's **highest per-capita murder rate** of all metropolitan areas in the state. Local media has noted that **Health Zone 1 contains the "deadliest ZIP codes in Jacksonville,"** citing its large numbers of violent crimes and the fact that it leads the county in cancer, diabetes and heart deaths. James Baldwin, an African-American novelist once wrote, "Anyone who has ever struggled with poverty knows how extremely expensive it is to be poor." **Low-income residents in Jacksonville pay quite a price, starting with their health.** Jacksonville was ranked 48th of the 67 counties in Florida for quality health outcomes in a 2016 Robert Wood Johnson Foundation report. In Duval County, rates of smoking, obesity, asthma and stroke exceeded Florida averages. A 2016 Community Health Needs Assessment showed that low-income residents of Jacksonville experience higher rates of smoking, inability to visit doctors due to cost, obesity, asthma, stroke and poor mental health. The assessment noted that Jacksonville's infrastructure was "built for cars, not people," citing too few sidewalks, too few bicycle lanes, and too few neighborhoods safe for walking. In 2017, the national study conducted by Smart Growth America and National Complete Streets Coalition ranked Jacksonville at the **fourth most dangerous community for pedestrians nationally.** This further discourages healthy activities like walking.

Unfortunately, Jacksonville faces numerous **race-based disparities.** Northeast Florida Healthy Start Coalition's annual Fetal and Infant Mortality Review showed that non-white mothers were almost twice as likely to experience a fetal death and almost 2 1/2 times as likely to experience an infant death as white mothers. The 2017 Florida Kids Count report showed that 52,000 children in Jacksonville live in poverty; of those poor kids, 58.7 percent are black and 32.1 percent are white. Disparities exist in Health Zone 1 between the Bachelor's degree attainment of Whites (23%) and that of Black residents (17%). Educational attainment is strongly correlated with annual income and is a foundation for steady employment. Jacksonville's Black unemployment rate is 52% higher than the White rate and the Hispanic rate is 17% higher than the white rate (U.S. Census, American Fact Finder). **Blight in Jacksonville is so pervasive that the City Council recently passed a law requiring demolition of 8,000 vacant buildings that have not had power or water for the last two years.** Health Zone 1 has the largest percentage of these blighted properties. Research shows that blight leads to decreased property values, poorer quality of life and higher levels of crime and toxic waste. By targeting residents who live in Health Zone 1, the area which also houses the most superfund sites, FSCJ will directly benefit the vulnerable areas of Jacksonville that have been historically affected by environmental injustice and public health issues. FSCJ's EWDJT curriculum includes an overview class to familiarize trainees with the concepts of Environmental Justice as well as inspire them to become involved in community decision making. As a designated **Environmental Justice Showcase Community,** Jacksonville residents are **disproportionately affected by pollution,** such as serious issues with **water quality and sewage leaks:** 1) During the writing of this EWDJT proposal, a popular Jacksonville fishing pond was polluted when more than a million gallons of human sewage was dumped into it; 2) As recently as October 2016, Jacksonville was under a boil water notice to take precautions against contaminated water; 3) In fall 2016, six million gallons of sewage was spilled into Jacksonville's waterways; 4) Over the last year, Jacksonville's St. Johns River has begun to experience toxic algae blooms due to runoff. Jacksonville has been directly impacted by solid and hazardous waste polluting facilities and the neighborhoods our residents live in have a direct impact on their health. A primary example of this is the city's ash remediation sites. From the 1890's to the 1970's, the City operated solid waste incinerators that generated ash residue laced with many hazardous materials that was disposed of in the City's North and Southside neighborhoods. Jacksonville contains **eight identified ash sites,** with seven of these sites disproportionately located in the City's urban core in Health Zone 1. Lead is a major contaminant at these ash sites and creates urgent **environmental, social, public health and economic issues.** Health effects of lead contaminants include cancer, liver and kidney damage, and nervous system disorders. **Recruit/train specific unemployed & under-employed populations indicative of need:** FSCJ will recruit and train populations indicative of need to include veterans, ex-offenders, homeless, single mothers, low income individuals, minority residents and displaced workers, all being either unemployed or underemployed.

This will be accomplished by: 1) Participant referrals from established partners like CareerSource Northeast Florida (Workforce Investment Board), United Way of Northeast Florida, the St. Johns Riverkeeper, the City of Jacksonville, Goodwill, Groundworks Jax, Onward to Opportunity, Jax Chamber, HBI PACT, Operation New Hope and EWDJT graduates, 2) A dynamic messaging campaign that increases awareness of environmental remediation careers and inspires potential participants to picture themselves in the EWDJT program; 3) A “boots on the ground” approach to distributing program materials and applications directly to targeted community locations such as hair salons, churches, VFW’s, barber shops, Laundromats and restaurants; and 4) Using social media platforms to build excitement and interest in the EWDJT program.

B. Labor Market Demand

Methods/results of recent labor market assessments and employer surveys conducted in community prior to submitting proposal. Our team utilized the following labor market assessment methods to gain an understanding of the job market in our target area: 1) Analyzed the Labor Market Statistics for Workforce Region 8: Local statistics show a high demand for skilled environmental workers.

<i>Targeted Occupation Title</i>	<i># Job Openings, 2016–2024</i>	<i>Hourly Wage (Entry/Experienced)</i>
Claims Adjusters, Examiners, & Investigators	552	\$19.80/\$35.04
Compliance Officers	208	\$28.68/\$62.77
Construction & Building Inspectors	120	\$19.23/\$33.13
Construction Managers	176	\$25.76/\$54.87
First-Line Supervisors of Construction Trades & Extraction	384	\$19.59/\$33.51
Heavy & Tractor-Trailer Truck Drivers	2,376	\$12.83/\$22.04
Industrial Truck & Tractor Operators	536	\$11.54/\$18.30
Refuse and Recyclable Material Collectors	112	\$11.68/\$18.90
Water & Wastewater Treatment Plant & System Operators	96	\$16.47/\$26.76

Source: EMSI Knowledge Base, Occupation Table, Workforce Region VIII

2) Reviewed Jacksonville metropolitan area displaced worker data: According to Worker Adjustment and Retraining Notification Act (WARN) filings, 5,673 Jacksonville workers have been laid off due to business closures since 2013; 1,722 of these workers were laid off from industrial fields such as manufacturing, FSCJ’s partners closely with CareerSource, the Regional Workforce Investment Board, to identify and recruit these displaced workers for the EWDJT program. 3) Studied the historical job placement trends of the FY09 Brownfields and FY11/13/15 EWDJT graduates: HAZWOPER and OSHA General Industry training have been key to the marketability of our graduates. Many program graduates have been placed directly into environmental jobs cleaning up the city’s ash remediation superfund sites. We mobilize our graduates quickly to jobs in critical relief and cleanup efforts for natural/manmade disasters such as oil and sewage spills. Several recent graduates have acquired work at the port, so our proposed FY17 training curriculum expands training in terminal operations. 4) Identified Jacksonville’s unique environmental factors and challenges that impact skills/certifications that are needed by environmental professionals. Jacksonville is saturated with Brownfields areas, petroleum brownfield sites, superfund sites and is home to two major federal military bases and a busy international seaport that require ongoing environmental remediation and waste removal. JAXPORT has been ranked by the Journal of Commerce as the eighth fastest growing exporting ports in the U.S. JAXPORT expects that 2017 will be the year construction begins on the \$684-million project to deepen the ship channel of the St. Johns River. Brownfields like Jacksonville’s former Shipyards, a prime 48-acre riverfront property, require cleanup to remediate high levels of arsenic, lead, mercury and other toxins before they can be re-developed. The city of Jacksonville is investing \$30 million over the next five years to reduce the number of septic tanks, particularly those that could pollute area waterways including the St. Johns River. With 21 environmental and safety certifications in hand customized to address Jacksonville’s expanding port and

numerous Brownfields remediation efforts, our graduates are well positioned to take advantage of local environmental jobs.

5) FSCJ conducted an employer survey, and a survey of EWDJT alumni, in February 2017 to identify in-demand environmental certifications and learn about company hiring plans. On-line questionnaires were sent to representatives of over 300 environmental engineering, construction, manufacturing and pest control companies. Companies place priority on: 1) HAZWOPER; 2) Waste Water Treatment; 3) OSHA Construction Safety; 4) OSHA General Industry; and 5) NIMS. EWDJT alumni who are now employed at JAXPORT said the Transportation Worker Identification Credential (TWIC) was especially valuable to securing employment. Alumni also noted that the HAZWOPER training has been very useful. **How labor market assessments informed development of proposed training curriculum; Results indicate demand for skilled environmental professionals with certifications you are proposing:** The selection of certifications was based on local employer needs, feedback from FSCJ's EWDJT Steering Committee and local labor market data. For example, JAXPORT expansion will require thousands of additional workers, as described in Section 1, so the FY 17 EWDJT training has expanded its maritime training topics to include Longshoreman and Terminal Operations. The need for Medical Waste Collection training is driven by the dominance of the health industry in Jacksonville. IPM Pest Worker Standards training is in demand because of the bug infestation problems that Florida residents' experience.

2. Training Program Description

FSCJ will implement four EWDJT training cycles, training 15 students per cycle, for a total of 60 participants trained. Training is cohort based, each training cycle will last for 15 weeks, all participants will receive 273 hours of training and earn 21 certificates. These 21 certificates are sought after by local business and industry, beneficial to the students and the community, and will lead to employment as they directly align with the training identified in our in-depth labor market assessment described in Section 1B. Training cycles will be offered Mondays-Thursdays from 5:00pm-10:00pm.

Table 3: FSCJ EWDJT TRAINING PROGRAM STRUCTURE

<i>Course Names</i> Courses offered 4 times during the project period. All courses offered by FSCJ.	<i>Level of Training</i>	<i>Certificate Type</i>	<i>Hours</i>	<i>Cost of Course</i>	<i>% of Budget</i>
Start/end dates for each training cycle: Cycle 1: July 10, 2017-Oct 19, 2017; Cycle 2: Jan 8, 2018-April 26, 2018; Cycle 3: July 9, 2018-Oct 18, 2018; Cycle 4: Jan 7, 2019-April 25, 2019					
Brownfields Hazardous Waste Assessment and Cleanup Training					
Environmental Justice Overview	Awareness	N/A	8	\$1,075.20	0.54
OSHA Laboratory Standards	Advanced	Federal	4	\$537.60	0.27
OSHA 29 CFR 1910.120: HAZWOPER	Advanced	Federal	40	\$5,376.00	2.69
OSHA Disaster Site Worker	Advanced	Federal	16	\$2,150.40	1.08
OSHA Oil Spills Supervisor	Awareness	Federal	8	\$1,075.20	0.54
OSHA Construction Safety	Advanced	Federal	30	\$4,032.00	2.02
OSHA General Industry	Advanced	Federal	30	\$4,032.00	2.02
OSHA Confined Space Entry	Awareness	Federal	8	\$1,075.20	0.54
EPA 24 Hour Hazardous Material Technician	Advanced	Federal	24	\$3,225.60	1.61
OSHA Blood Borne Pathogens	Advanced	Federal	4	\$537.60	0.27
Medical Waste Collection & Hazards	Awareness	N/A	4	\$537.60	0.27
OSHA Maritime Longshoreman	Advanced	Federal	10	\$1,344.00	0.67
OSHA Maritime Terminal Operations	Advanced	Federal	10	\$1,344.00	0.67
Superfund Site Cleanup and Innovative and Alternative Treatment Technologies Training					

Environmental Sampling and Analysis	Advanced	Federal	16	\$2,150.40	1.08
Environmental Math and Chemical Safety	Awareness	N/A	8	\$1,075.20	0.54
Waste Water Treatment Training					
Florida Storm Water, Erosion, Sedimentation Control Inspector	Advanced	State	16	\$2,150.40	1.08
Emergency Planning, Preparedness, and Response Training					
FEMA: National Incident Management System (NIMS) IS-00700.a	Advanced	Federal	8	\$1,075.20	0.54
Enhanced Environmental Health and Safety Training					
American Red Cross First Aid, CPR&AED	Advanced	Federal	8	\$1,075.20	0.54
Mold and Asbestos Worker	Awareness	N/A	8	\$1,075.20	0.54
EPA Lead Renovator, Repair and Paint (RRP)	Advanced	Federal	8	\$1,075.20	0.54
Integrated Pest Management (IPM) Training					
IPM / Pest Worker Standards & Worker Safety	Awareness	State	5	\$672.00	0.34
TOTALS			273	\$36,691.20	18.35

The program's diversified curriculum is comprehensive, realistic and detailed in nature, as students are trained in multiple areas, creating well-rounded environmental skill sets. Curriculum is fully aligned with FY17 EWDJT RFP guidelines. Training courses, like Medical Waste and IPM Pest Worker Standards, are tailored to Jacksonville's industry needs, because of the area's saturation of hospitals and pest control companies. Our curriculum outline is based on the data and feedback gathered through a multi-tiered labor market assessment. To guarantee that courses and certifications ensure employment and meet hiring needs of employers, we analyzed: 1) Employer feedback; 2) Graduate feedback; 3) Local labor market data; and 4) Lessons learned. Expansion of the Maritime industry courses to include Longshoreman and Terminal Operations in our FY17 proposed training structure is a strategic effort to address the hiring needs of JAXPORT, one of the fastest growing sea ports in the nation. All training courses will be offered to every student. FSCJ's FY 2017 EWDJT program will incorporate sustainable practices by 1) Loading course content on e-readers instead of using hard copy textbooks. This has proven to be a cost-effective way to reduce paper consumption in our previous EWDJT training cycles; 2) Utilizing existing training equipment and materials such as HAZMAT suits, PPE gear, and environmental testing equipment that are currently at FSCJ; and 3) Locating training facilities adjacent to the city's main bus terminal to make it convenient for participants to save fuel by using public transport.

3. Budget

Table 4: EWDJT Budget: EPA Project Funding and Non EPA Funding

<i>Project Funding</i>	<i>Outreach</i>	<i>Instruction</i>	<i>Program Mgmt</i>	<i>Placement/ Tracking</i>	<i>Total</i>
EPA Project Funding					
Personnel	\$29,541		\$29,541	\$49,340	\$108,422
Fringe benefits	\$10,516		10,516	\$13,665	\$34,697
Travel	\$1,500		\$1,500	\$1,500	\$4,500
Contractual Drug Screen	\$1,820				\$1,820
Supplies		\$12,080	\$469.80		\$12,549.80
Other:					
Student Tuition		\$36,691.20			\$36,691.20
TWIC Cards				\$1,320	\$1,320
Total EPA Funds	\$43,377	\$48,771.20	\$42,026.80	\$65,825	\$200,000

Non-EPA Project Funding				
Admin Costs (FSCJ)			\$65,800	\$65,800
Scholarships (FSCJ Foundation)		\$10,000		\$10,000
Total Non-EPA Funds		\$10,000	\$65,800	\$75,800

A total of \$200,000 in funding is being requested from EPA. **Personnel:** Full-time Project Coordinator in year 1 (\$43,656) and 2 (\$44,966) (3% increase in Year 2). A 25 hours/week, Program Facilitator I is budgeted in year 3 (\$19,800) to focus on tracking, reporting and follow up job placement. **Budget Category:** outreach, management and placement/tracking. **Output:** Recruitment **Fringe Benefits:** Project Coordinator in year 1 (\$15,666) and year 2 (\$15,880); Program Facilitator I year 3 (\$3,151). **Travel:** Training Program Manager or Project Coordinator will attend 3-day National Brownfields Conference and 2-day Job Training All Grantee Meeting for a total of \$1,500 per year (2 conferences /meetings per year x \$750 x 3 years=\$4,500). **Budget Category:** outreach, management and placement/tracking. **Output:** Increased expertise of staff and best practice dissemination. **Contractual:** Drug screening (\$26 x 70 students= \$1,820); **Budget Category:** outreach. **Output:** Recruitment. **Supplies:** a) Student Training Materials and Work Gear includes items such as Emergency Response Guides, lead respirators/suits, environmental sampling devices, safety supplies and consumable materials. (\$101.33 per student x 60 students=\$6,080); **Budget Category:** instruction. **Output:** Hands-on training. b) Office Supplies: (\$469.80 for 3 years); **Budget Category:** management. **Output:** Program delivery resources. g) E-readers: textbook delivery tool for training (\$100 per e-reader x 60 e-readers= \$6,000); **Budget Category:** instruction. **Output:** hands-on training and eliminates production of 160 books per cycle. **Other:** a) Student Tuition-to cover cost of instruction (\$611.52 x 60 students=\$36,691.20). **Budget Category:** instruction. **Output:** hands-on training. b) Transportation Worker Identification Credential: (TWIC) to support job placement of graduates. (10 TWIC cards @ \$132=\$1,320) **Budget Category:** placement/tracking. **Output:** job placement. **Non-EPA Project Funding: Admin Costs:** The College will provide support services valued at 32.9% of the total project budget of \$200,000 which equals \$65,800. **Budget Category:** outreach, management and placement/tracking. **Output:** College-funded program support. **Scholarships:** FSCJ's Foundation will award scholarships toward a technical certificate program of study to the most outstanding student in each training cycle (\$2,500 x 4 scholarships=\$10,000.) **Budget Category:** instruction **Output:** Educational opportunities.

4. Program Structure, Anticipated Outputs and Outcomes

A. Outputs and Outcomes

Table 5: Anticipated EWDJT Program Outcomes

<i>Overall # of Participants Enrolled in Program</i>	<i># of Graduates Completing Program</i>	<i># of Graduates Placed in Environmental Positions</i>	<i># of Graduates Not Placed but Pursuing Further Education</i>
60	60	45	10

How will you evaluate progress towards achieving short term and long term project outputs and outcomes: The success of FSCJ's FY17 EWDJT program will be determined by establishing the extent to which the following occur as a verifiable result of project implementation: 1) Project timelines and projected outcomes are met; 2) Problems/issues are identified, defined, and resolved; 3) Expenditures are monitored and deemed consistent with the approved budget; 4) All applicable federal and institutional regulations and policies are followed; 5) Reporting deadlines are met; and 6) The project affects the target population in terms of job placement. The following indicators will be used to provide a continuous feedback loop to project staff that will inform adaptation of activities to best serve our participants:

Output # 1: 320 applicants will be recruited; 60 participants will be selected and trained. At least 75% of our graduates will be placed in employment relating to the environmental industry. **Output #2:** 60 trainees will be administered training modules via multiple venues and methods, to include an assigned classroom, computer lab, outdoor training, and field trips. Practical hands-on training includes the real-

world experience of donning hazmat suites, being fitted for gas masks and breathing apparatus, ICS drills, DECON set-up, etc. **Output #3:** 60 trainees will receive 16 hours of training in Environmental Sampling and Analysis in the proper use of various field sampling instruments, to include colorimetric tubes, exposimeters, oxygen indicators, etc. **Output #4:** 60 trainees will receive the 40 hr. HAZWOPER course, taught in accordance with the OSHA 29 CFR 1910.120. **Output #5:** 60 participants will receive in-depth “emergency response” training, to include the HAZWOPER, Disaster Site Worker and the U.S. EPA HAZMAT Tech. Classes will tour the City’s Emergency Operations Command post and will be encouraged to join the Community Response Team, CERT. **Output #6:** 60 trainees will receive waste water treatment and storm water management training and certification in infrastructure maintenance, wastewater system maintenance and longshoreman and port terminal operations. Students will attend a tour of JEA’s waste water facility. **Output #7:** 60 trainees will complete and present a chemical toxin essay documenting competencies/learning. **Output #8:** 60 trainees will increase their knowledge of solid waste management and cleanup related skills. **Output #9:** 60 trainees will receive Integrated Pest Management (IPM) training. **Output #10:** 60 trainees will learn methodologies involving the proper and safe cleanup and disposal of medical waste. **Project outcomes** will: 1) Empower Jacksonville residents by providing skills necessary so they can take advantage of jobs created by assessment, cleanup, and management of solid and hazardous waste sites and facilities. 2) Provide training that leads to sustainable employment in the environmental field for at least 45 graduates. 3) Improve environmental justice via community involvement and stimulate the development of constructive partnerships. 4) Enable Northeast Florida residents to participate in the promotion of environmental health and advocate for social justice; and 5) Improve community knowledge and awareness of pest management and pesticide safety. **Timeline for achieving deliverables, as reflected in milestones schedule, is clearly identified, detailed, and realistic:** The milestones schedule contains **clearly identified** tasks related to outreach, recruitment, marketing, training cycles, job placement, and committee meetings. Start and completion dates are **detailed** for each task. This schedule is **realistic** because it is based on lessons learned from past grants for reasonable spacing of training cycles, optimal engagement of partners, successful recruitment/screening and effective job placement.

B. Recruitment and Screening FSCJ will implement a multi-faceted plan to effectively market the EWDJT program to prospective students and recruit populations indicative of need to include veterans, ex-offenders, homeless, single mothers, and minority urban core residents that are unemployed/ underemployed. The following **comprehensive strategies** will be utilized to screen 320 residents, and to identify and select 60 participants: 1) **Dynamic Messaging**: EWDJT is a wonderful program that changes lives and the messages we communicate to potential participants should be just as inspirational! We will launch a campaign to increase awareness of environmental remediation careers. Outreach materials will feature uplifting participant and employer testimonials, potential salary information and how this type of work helps make Jacksonville a better place. These types of messages will help participants get excited and picture themselves in these great careers. 2) **Aligning with FSCJ’s Recruitment and Marketing resources**: FSCJ has vibrant departments of Marketing and Recruitment with great expertise and a collaborative spirit. As part of our FY17 proposal design, we met with these departments to discuss how they could help us recruit the target population in a cost-effective way. Recruitment staff have agreed to distribute program materials at college open houses, community fairs and events. FSCJ’s Marketing department committed to use their knowledge of high-impact outreach practices like sequenced messaging, web retargeting, event-based promotion, integrated communications, geo fencing and creative printed materials for recruiting EWDJT participants; 3) **Community Partnerships**: The following organizations have enthusiastically agreed to refer individuals from the target populations to our EWDJT program: CareerSource NE FL (Workforce Investment Board), United Way of NE FL; the City of Jacksonville; Groundworks Jax; Onward to Opportunity; Jax Chamber; HBI PACT; St. Johns Riverkeeper; Goodwill and Operation New Hope. Application materials will be supplied to these sites and information sessions will be held in conjunction with these organizations. 4) **“Boots on the Ground”**: One of our most effective strategies for building interest in EWDJT has been to distribute

program materials and applications directly to targeted community locations such as hair salons, churches, VFW's, barber shops, Laundromats and restaurants. These efforts also help to generate positive "word of mouth" and momentum for our program; and **5) Social Media:** We are enthusiastic to continue to expand our social media efforts, using platforms like Facebook to share success stories, disseminate information, post upbeat pictures and videos to build interest, distribute invitations/track attendance for recruitment events and engage in discussion with potential participants, trainees and program graduates.

Screening: EWD&JT staff will review and analyze all applications, then conduct an "eight step" robust screening process, to include the following **benchmarks:** 1) Conduct a driver's license check; 2) Conduct a local background check; 3) Conduct a sexual offender / predator check; 4) Verify pertinent documents; 5) Conduct a telephone interview; 6) Schedule a panel interview; 7) Schedule a group orientation: During this group event the applicants will: partake in an unannounced "on the spot" drug screening test, complete paperwork, participate in a "questions & answers" session, participate in team activities, and don and doff a fully encapsulated suit with a Scott air pack; and 8) Schedule recruits to take a test for adult basic education. Final selection will be based on the collective results of the gathered data, the applicants' employment history, personal attributes observed during interviews and team sessions, to include, but not limited to: attitude, physical fitness level, motivational level and professionalism. The FSCJ EWDJT team is will utilize high-impact **retention initiatives** based on best practice research for successfully serving diverse underrepresented populations. Strategies will include: efficient administrative tracking of participant progress; an "intrusive advising" model; demonstrating a positive, caring attitude towards participants; asking participants to complete an individual needs assessment to identify training barriers; using a case management approach to provide accessible wraparound support services customized to the unique needs of participants; and incorporating activities that enhance a sense of belonging. **Attrition:** Should a student express a desire to leave the program, the Training Program Manager will meet individually with the participant to provide encouragement and help the student develop a plan to access resources to address barriers to program continuation. **Fees:** Program participants will be charged no fees. **Training facilities accessible:** Training will occur at the FSCJ's Urban Resource "storefront" Center located in the heart of the City's urban core in close proximity to disadvantaged communities. The Center is located near the main bus terminal, has free parking and a bike rack.

C. Program Support Job search support and resources for participants will be provided by career placement services at the College and CareerSource, the regional Workforce Investment Board. CareerSource representatives help students post professional resumes and cover letters to Employ Florida Marketplace, www.employflorida.com, the state's most comprehensive database of job openings. Participants are taught how to utilize Employ Florida to conduct job searches and receive automatic notifications of new job matches. CareerSource will provide job fairs, career events, daily lists of "hot jobs," and its monthly electronic newsletter. FSCJ will also provide EWDJT participants with access to Career Coach, an online system that provides the most current local data on wages, employment and job postings. Instructors prepare letters of recommendation to assist participants in seeking employment. Program staff compile individual portfolios for each training participant containing their resume, certificates and recommendation letters to create a very practical job search tool for students. During each training cycle, project staff conduct "dress for success" days at which students wear professional attire and participate in mock interviews. Program staff also sends a class folder of resumes out to local employers for each training cycle. Goodwill's Job Junctions (Walk-in Career Centers) and Jacksonville Housing Authority also provide an array of employment services. The E-readers enable students to log on to the internet to search for and apply for jobs. This is a good **resource** since many unemployed participants cannot afford a computer or internet services. Staff provides resource referrals, to include financial assistance, child care, utility bill assistance, medical care, bus tickets, etc.

Organization assists with initial job placement and continuous employment: We continue to build our reputation as Jacksonville's "go-to" environmental workforce training provider, and employers contact us directly with job openings. Graduates are encouraged to "give back" to the program by

advising when their company needs employees. Staff maintains an active database of environmental job postings they gather directly from employers, CareerSource, and daily job searches. Staff will work to match jobs directly with training graduates. Project staff will also partner with the College's Marketing Department to implement a vibrant marketing campaign advertising our graduates' skill sets to employers. To support **continuous employment**, the Florida State College Foundation will sponsor annual EWDJT alumni networking events to strengthen our graduates' career connections with each other while reconnecting them with the EWDJT program. Staff will communicate monthly with graduates through phone calls or e-mail to determine their employment status; graduates who are between jobs will be invited to a career advising appointment. Employment information will also be posted on Twitter and Facebook. **Organization tracks graduates/for how long:** EWDJT staff will provide follow up to initial job placement by tracking the progress of program graduates for at least one year. Our objective is to have 75% (or 45) of the 60 graduates placed in positions that correspond with environmental training received. Staff will maintain contact with students and gather tracking information through employment verification status forms. Access and Excel are used as project-specific data input systems to hold personal record information for each student and run status reports. Hard copy files are maintained to provide career counseling services to each individual. Staff will follow up with graduates and employers to verify source data for employment status, start date, wage, position type, and position titles at 3 months, 6 months, and 1 year. Feedback from employers will be gathered through electronic surveys to help continually improve quality of future placements. Our program **utilizes federal and local hiring incentives to increase the likelihood of employment for program graduates:** 1) Work Opportunity (WOTC) is a federal income tax credit that can be claimed by employers who hire employees from one of nine targeted groups; 2) The Federal Bonding Program, sponsored by the USDOL, serves as a tool to secure the job placement of ex-offenders and other high-risk applicants; 3) The Empowerment Zone Employment Credit is an incentive to businesses located in an empowerment zone (EZ) to hire and retain employees who also live in the EZ. Businesses are eligible for a wage credit of up to \$3,000 per eligible employee; and 4) The Renewal Community Employment Credit is an incentive to businesses that are located in a renewal community (RC) to hire and retain employees who also live in the RC. Businesses are eligible for a wage credit of up to \$1,500 per employee. FSCJ **markets these incentives to employers** by making presentations and distributing hiring incentive brochures at large meetings, like those held by First Coast Manufacturers Association and Jacksonville Housing Authority. It always surprises us how many employers come up to us after these meetings saying they were not aware of these incentives! Our staff will also continue to partner with Jacksonville's Section Three Compliance Office to highly encourage City contractors to hire our graduates.

D. Program Sustainability The following **realistic and detailed strategies/resources** drive the sustainability of FSCJ's EWDJT program: 1) We have recreated the EWDJT curriculum into a College workforce certificate program, called the "Safety, Environmental and Emergency Response Technician" (SEERT) Program. The SEERT curriculum was approved for Veterans Affairs tuition assistance. We periodically host SEERT classes for Veterans and paying students; 2) The EWDJT Steering Committee partners with the college Foundation's "FSCJ Works" initiative to pursue external fundraising strategies and formalize agreements with business partners for training scholarships; 3) In 2017, the EWDJT program reporting structure was realigned under FSCJ's School of STEM to report to the Dean who also supervises the college's Environmental Science Technology associates degree program. This structure sets up the EWDJT program for maximum success through more efficient use of resources, expansion of environmental workforce training and coordination of partnerships.

5. Programmatic Capability

A. Grant Management System --Management system to direct activities and description of project manager, staff and discussion of expertise, qualifications, experience: Microsoft Outlook and Access are utilized to build a detailed participant database; maintain schedules and meetings; and gather reporting data. The Outlook contact list stores graduate resumes, certificates and contact information and it is used

on a daily basis to send “job leads” and other important information to all program participants and graduates. The access spreadsheets maintain detailed tracking documentation. Program documents are also backed up via hard copy and stored in locked units. Project staff maintain student records in accordance with program requirements, through these manual and computer database files. Participant files contain: 1) Program applications, rationale used to select participants, transcripts, program eligibility documents; 2) Diagnostic analysis of student’s academic strengths and weaknesses at time of entry, including TABE scores; 3) Weekly progress reports from instructors; 4) Documentation of obstacles faced, support provided, referrals made and follow-up of referral effectiveness; 5) Certifications earned; and 6) Individual career education plans and placement. The Program Manager and Project Coordinator form a core project management team. Training Program Manager, Dr. Sondra Evans, FSCJ’s Dean of Sciences, holds academic degrees in Biology and has years of classroom experience as a science faculty member. Dr. Evans is a talented leader skilled in program facilitation and implementing culturally-competent best practices in recruitment, retention and job placement for underserved populations in job training programs. She has completed OSHA courses and NIMS training and is a Hazardous Materials Technician Trainer. Dr. Evans will supervise the Project Coordinator, monitor grant budget expenditures, oversee sustainability planning efforts and enhance collaborations with industry partners, grassroots organizations and economic development groups. The right EWDJT personnel should be inspired and inspiring! Qualified personnel will demonstrate: a) an ability to work effectively with participants based on their awareness of factors impacting participants such as those discussed in Section 1-Community Need; b) sensitivity to the obstacles faced by program participants; and c) experience working effectively with populations similar to the targeted population. A full-time Project Coordinator will be employed during years 1 and 2 to implement program activities including performing recruitment/outreach efforts, conducting intake and assessment interviews with prospective students, providing case management, coordinating internships and job placement, and assisting and tracking on-going career advising graduates. Minimum qualifications and experience of the Project Coordinator will include: bachelor’s degree from an accredited college supplemented by three (3) or more years of related experience implementing job training programs for individuals from diverse cultural, socioeconomic and ethnic backgrounds. Must have strong written and verbal communications skills and knowledge and/or experience in case management. A part-time Program Facilitator will be hired for year 3 to focus on tracking, reporting, ongoing career advising for graduates and follow up job placement. Minimum qualifications of the Program Facilitator will include three or more years of related experience and knowledge/ experience in environmental workforce programs. Instructors are authorized OSHA trainers and certified trainers for HAZWOPER. Individual qualifications for instructors also include Masters Degrees earned in Environmental Science, Safety, and Sciences for Disaster Response, and vast hands-on military experience in oil pollution control and HAZMAT control.

The College will **retain qualified staff** by: 1) Encouraging participation in competency-based skill-building courses and workshops offered through FSCJ’s “Moving You Forward” initiative. Course topics include Strategic Leadership, Management, Business Writing, Communications Management and Personal Enrichment; 2) Maintaining a positive relationship between employees and their supervisor through mentoring and open communication; and 3) Motivating employees by recognizing their success. Should **employee turnover** occur, program administrators will utilize the established **recruitment** procedures of our human resource department. Instructors and staff are cross-trained in all occupational categories of the program thus minimizing issues that could result from employee turnover. The program’s standard operating procedures and curriculum is in an organized electronic folder accessible to management and staff. **System in place to acquire additional expertise/resources:** EWDJT staff maintain strong ties with the following groups to acquire additional expertise to complete our project and promote trainee success: CareerSource NE FL, the Duval County Extension Office; the Jacksonville Environmental Protection Board,; the Florida Brownfields Association, Groundworks Jax, Jacksonville RiverKeeper, Jax Chamber, First Coast Manufacturers Association, FSCJ’s Environmental Science Department, FSCJ’s Environmental Industry Advisory Committee, FSCJ Foundation, FSCJ Office of

Services for Students with Disabilities, FSCJ Adult Education Program, FSCJ Career Development Center. FSCJ does not intend to **contract for expertise**. The College will hire required staff and instructors with specialized environmental expertise.

B. Organizational Experience working with community: FSCJ has been described as “the heart of the Jacksonville community” and has been an education leader and workforce training provider for over 50 years. FSCJ offers more than 150 degree and workforce /technical certificates. FSCJ has 10 campuses and centers throughout the region and has a Center for Civic Engagement and Social Responsibility headquartered in Jacksonville’s urban core to facilitate **efficient and effective collaboration with community partners**. FSCJ’s Pre-Collegiate department offers high-quality choices for high-school completion through Adult High School or High-School Equivalency, paving the way for increased income potential. The College’s ESOL program provides classes for residents who desire to learn and improve their English language skills. The College also provides programs and services for adults with disabilities. FSCJ’s Center for Lifelong Learning offers classes to the community on enriching topics. **Experience in environmental training as it relates curriculum:** The College has a solid history of delivering safety, environmental and emergency response training and certifications to local industry since 2004. Courses delivered throughout the years mirror the training currently offered in the EWDJT program with a commitment to continuously upgrading training offerings to meet the current hiring needs of Jacksonville’s environmental employers. Instructional staff has gained expertise and experience through managing the FY-09 Brownfields Job Training Grant, the FY 11/13 and FY 15 EWDJT grants. Environmental curriculum topics delivered by the College through the Brownfields and EWDJT Job Training grants included: OSHA 29 CFR 1910.120: HAZWOPER; Environmental Justice; Environmental Sampling & Analysis; Waste Water Treatment: Confined Space; Mold, Asbestos and Lead Abatement; American Red Cross CPR / First Aid, Integrated Pest Management, NIMS, Medical Waste, and Blood Borne Pathogens. The HAZWOPER Refresher is offered free to graduates using a web-based format. **FSCJ’s environmental programs has a pool of loyal and highly certified instructors on staff.** Individual qualifications include Masters Degrees earned in Environmental Science, safety, Disaster Response, and industrial hygiene as well as vast hands-on military experience in oil pollution control and HAZMAT control. **Experience in employment and training field:** FSCJ is both the EWDJT applicant and the training provider. Programs offered by the College help local residents increase their long-term earning potential by preparing them for careers in high-wage high-demand occupations. Economic impact attributable to the accumulation of FSCJ academic credits and skills amounts to \$1.5 billion each year. The College has been the recipient of \$50 million in competitive grants over the last five years. In addition to our experience leading EWDJT grants, Table 6 lists examples of other grants led by FSCJ.

Table 6: Examples of FSCJ’s Experience Managing Employment and Training Grants		
Project	Stakeholders	Measurable Results
FL Regional Consortium (FRC-TEC) <i>Ended 2015</i>	FSCJ (Fiscal agent), FSCJ and 10 colleges in Florida, over 12 employers from industry subsectors, WIB’s, Chambers of Commerce, industry associations	FRC-TEC projected to serve 975 student participants in technology-enabled IT and Healthcare training programs and served 1,933. It exceeded its goal of 766 program completers; 1,074 students completed. 838 students were employed.
I-TECH	FSCJ (Fiscal agent), employer-based steering committee, JAX Chamber	Targets regional IT industry. Will serve 300 participants over 4 yrs. 125 served so far; 85% training completion; 76% job placement rate
Florida Apprenticeship Initiative	FSCJ (Fiscal agent), St. Petersburg College, Broward College, over 30 industry partners, WIB’s, Chambers of Commerce, industry associations	Close workforce skills gap faced by IT, Manufacturing, Health Care and Construction/ Trades industries across Florida by promoting the growth and expansion of apprenticeship programs. 53 new apprentices as of February 2017.

C. Audit Findings FSCJ's FY09 Brownfields Job Training (#2J95428209), FY11/13 (#JT95489111) and FY15 EPA EWDJT grants (#JT-95489111-4) have had no audit findings or administration problems.

D. Past Performance and Accomplishments i) Current or Past EPA EWDJT Grant Recipients FSCJ completed a FY-09 EPA ARRA Brownfields Job Training grant (#2J-95428209) and FY-11/13 EPA EWDJT grant (#JT-95489111). FSCJ currently operates a FY-15 EPA EWDJT grant (#JT-95489111-4). **Funds Expenditure: Balance of grant funds not drawn down:** FSCJ's FY-09 Brownfields grant budget ended with \$497,673.54 of \$500,000 spent. The FY11/13 grant spent \$424,343.58 out of \$499,996. For the current, FY15 grant, \$117,000.78 has been spent. The remaining FY 15 funds are on target as the program is in progress and must complete the current training cycle and one additional training cycle. The **need for additional funds** is supported by Jacksonville's unique factors like being home to several navy bases and JAXPORT, vulnerability to hurricanes, issues with frequent sewage leaks, and having several lead-contaminated ash sites. These issues demonstrate a long-term and ongoing need for qualified environmental remediation workers. As evidenced by the commitment of employer partners, there is documented industry need in Jacksonville to hire workers trained by EWDJT.

Compliance with grant requirements: a. Compliance with work plan, schedule and terms and conditions. Making sufficient progress towards achieving expected results of grant? Work plan phases, to include schedule, terms and conditions, are being successfully completed as anticipated. In accordance with the current FY15 EWDJT, JT-95489111-4 work plan, the College will deliver a total of four training cycles throughout the grant period. The program offers training modules listed on the work plan. Recruitment is being executed in accordance with the work plan. As of the report submitted for the FY 15 project to EPA as of January 20, 2017, the College has effectively trained 19 students so far in two training cycles. 240 individuals (of 320 projected) have been screened. Eleven students are currently enrolled in a training cycle, with an additional training cycle still planned that will ensure a total of at least 60 participants will be trained in the FY15 grant. In accordance with the **January 20th ACRES report**, 63% of graduates have been placed in jobs, however more have attained jobs since that report date as the last training cycle ended in December. **B. Information regarding timely reporting:** All quarterly and annual reports were submitted by the due dates. **Reporting in ACRES:** The College has executed accurate and timely reporting in ACRES accordance with grant standards. The FY 15 program continues to stay on track with all quarterly reporting in ACRES.

Table 7: Accomplishments Data

<i>Grant #</i>	<i>Project period</i>	<i>Funds Expended</i>	<i># Partici-pants Trained*</i>	<i># Partici-pants Placed</i>	<i>% Placed in Full time Employment</i>	<i>Goals Met</i>
EWDJT FY 15 JT- 95489111-4	11/1/2015 To 09/30/2018	\$117,000.78 (bal. 12/31/16) spent out of \$192,300	19	12	63%	In prog.
EWDJT FY 11/13 JT- 95489111	01/15/2012 to 09/30/2016	\$424,343.58 spent out of \$499,996	146	119	82%	Yes
Brownfields FY09 (2J- 95428209)	10/01/2009 to 09/30/2012	\$497,673.54 spent out of \$500,000	170	141	85.3%	Yes
<ul style="list-style-type: none"> JT-95489111-4/Committed to train 60 in proposal and work plan. Data as of the January 20, 2017 ACRES report. JT-95489111/Committed to train 140 in proposal and work plan. Award amounts for Contracts JT-95489111 and JT-95489111-4 were combined, but broken out for this table to show amounts allotted to each grant cycle. 2J-95428209/Committed to train 170 in proposal 						

6. Community and Employer Partnerships

A. Collaboration with Entities Involved with Local Remediation Activities and Environmental Projects:

FSCJ has made extensive efforts to collaborate with entities involved in local environmental work. Outreach has occurred to the Florida Brownfields Association, the Jacksonville Environmental Protection Board, the City of Jacksonville, local environmental remediation contractors, Groundworks Jax, JEA waste water treatment facilities, the St. Johns River Keeper, pest control companies, the Duval County Extension Office, local medical waste disposal companies, and environmental staffing agencies. **Examples of specific collaboration includes:** 1) Participating in community forums, like the annual Southeast Brownfields Conference, that take a collaborative approach to engaging stakeholders in Jacksonville's environmental remediation activities; 2) Engaging environmental organizations and employers on FSCJ's Environmental Industry Advisory Council to share their "best practices and next practices" and ensure that our training content aligns with the skills and competencies needed for employment in the field; 3) In October 2016, FSCJ hosted a job fair at the College's Advanced Technology Center for employers looking to hire individuals with OSHA certifications in HAZWOPER, General Industry and Construction Safety; 4) Conducting monthly company check-in calls to stay updated on the statuses of cleanup projects, upcoming bids and employment opportunities; 5) Nurturing of established partnerships and building of new relationships. For example, FSCJ has offered College facilities for CareerSource and First Coast Manufacturers Association meetings; and 6) Arranging educational tours for EWDJT trainees of JEA's wastewater facilities and the Jacksonville Emergency Operations Center. **How efforts will enhance & foster future employment for job training graduates.** Aerotek Environmental Staffing is a strong partner and has interviewed over 200 of our past graduates. ELS Environmental has hired over 40 graduates and will continue to do so for placement in disaster site work. FSCJ has made strategic efforts to place EWDJT graduates at JAXPORT, a major employer in our region. Staff send EWDJT participants to JAXPORT job fairs. The EWDJT budget also includes funds for participants to obtain Transportation Worker Identification Credentials (TWIC), a must to secure employment at JAXPORT. The Port Employment Manager for CareerSource also helps our graduates find employment. **Relationship with local economic development office:** EWDJT aligns with the region's Earn Up initiative organized by JAXUSA (a division of JAX Chamber) with a goal of having 60% of adults with training certificates or college degrees by 2025; FSCJ is an Earn Up partner. FSCJ enjoys a close relationship with our regional Workforce Investment Board, Career Source Northeast Florida. CareerSource career centers are co-located on FSCJ's campuses, providing **seamless support for placement of EWDJT graduates** through job seeking tools for success, including resume writing, cover letter writing, job fairs and mock interviews. The Labor Standards Coordinator/Section 3 Compliance Office with the City of Jacksonville, is a powerful liaison and proponent for our EWDJT program and notifies graduates to attend pre-bid meetings with environmental companies who are submitting bids for federally funded projects with the City of Jacksonville. Each program participant is registered as a Section 3 Worker. The environmental contractors submitting bids are awarded points based on the number of qualified Section 3 Workers that will be hired. We are fortunate that the City of Jacksonville promotes our job training program and makes a presentation to each EWDJT training cycle. **This has led to our graduates being placed in jobs with local contractors.** See attached Support letters for partner commitments

B. Community Partnership Building Involved affected community in proposed job training program. FSCJ has conducted extensive outreach to build a common agenda with community groups, especially those with an environmentally-focused mission. On December 1, 2016, FSCJ staff toured Jacksonville's urban core with the Eastside Environmental Council to discuss environmental justice challenges faced by residents of Health Zone 1. On December 3, 2016, our staff met with Groundworks Jax to discuss alignment of efforts. On December 5, 2016 FSCJ staff attended a community meeting in Jacksonville's urban core where environmental job training and cleanup efforts were discussed. Community engagement meetings continued on January 26, 2017 and February 14, 2017 with the Eastside Environmental Counsel and the Eastside Community Council. During proposal development,

outreach also occurred to members of CareerSource Northeast Florida (Workforce Investment Board), Onward to Opportunity, the Duval County Extension Office, the Florida Brownfields Association, City of Jacksonville Neighborhoods Department, the Jacksonville Environmental Protection Board, the Early Learning Coalition, Operation New Hope, the JAX Chamber, HBI PACT, Goodwill, the Jacksonville Housing Authority, United Way of Northeast Florida, and the St. Johns Riverkeeper. Through this collective impact approach, partners will support the EWDJT program in meaningful ways including assisting with curriculum, participant recruitment, mentoring, job placement, sustainability efforts and wraparound support services. **Did you notify, involve, or hold public comment sessions?** FSCJ conducted several outreach efforts to involve the community, including: 1) Participating in the Southeastern Brownfields Conference in October 2016; 2) Disseminating EWDJT information through hands on environmental activities and demonstrating PPE gear at the annual Jacksonville Science Festival in February; 3) Holding several one-on-one meetings with organizations like Operation New Hope in February 2017 to discuss ideas for the FY17 program; 4) Sharing information at a December 2016 Health Zone 1 community meeting; 5) Touring the urban core with community groups like the Eastside Environmental Council in December 2016; 6) Informing the public, including EWDJT alumni, via social media methods that we were applying for an EWDJT grant.

To what extent have partners committed to providing non-environmental training? The Jacksonville Housing Authority will continue to assist program participants with access to affordable housing, utility bill assistance and transportation. The Early Learning Coalition has committed to helping participants secure childcare. CareerSource has committed to provide support services including career counseling and job placement assistance. Students will be encouraged to take advantage of CareerSource services such as daily updates of new job postings, job fairs and career events. Operation New Hope provides case management and mentorship for ex-offenders. FSCJ has programs where participants can seek disability services, career development, life skills training courses, remedial education, GED training/Adult High school, ESOL courses and educational resources for veterans.

Program and partners' expertise ensures trainees are job ready and have pre-employment skills: CareerSource will provide resume writing assistance and workshops on interviewing skills. We have implemented "dress for job success" days to ensure the participants are job ready with the attire needed to dress appropriately for interviews. CareerSource teaches the students how to job search electronically. Good Will Job Junction provides free job skills workshops which students are encouraged to attend. The initial screening conducted by program personnel, such as the driver's license check, local background check, Test for Adult Basic Education (TABE), and drug screening all equate to a higher likelihood of graduates being able to obtain full-time work. The EWDJT staff organizes a portfolio for each applicant which includes the certificates and a copy of their resume and references. Each participant has a "one-on-one" meeting with program staff to address their resume and any other issues pertinent to acquiring employment. Environmental Steering Committee partners assist in mentoring, site tours, and longer internships for students to gain hands-on pre-employment skills and competencies. See attached support letters for commitments partnering organizations have made.

C. Employer Involvement Employer community has been involved in development of job training program: Survey questions were sent to businesses and industry associations representing over 300 employers. Industry feedback has helped FSCJ develop a strategic FY17 EWDJT training curriculum customized to Jacksonville's hiring needs for maximum job readiness and placement. The FY17 curriculum was designed in accordance with the recommendations of the local employer community. Employers have indicated that they are most in need of employees trained on the following topics: 1) HAZWOPER; 2) Waste Water Treatment; 3) OSHA Construction Safety; 4) OSHA General Industry; and 4) NIMS. Thousands of new workers will be needed as JAXPORT expands as described in Section 1, so the FY 17 EWDJT training has expanded its maritime training topics to include Longshoreman and Terminal Operations. Several companies including Aerotek, EAP People Staffing, Environmental Labor Solutions, First Coast Manufacturers Association, Terracon, and Cardno have offered assistance in arranging internships, job shadowing, and mentoring opportunities to help increase trainees' pre-employment skills. These companies will meet regularly on FSCJ's EWDJT Advisory Council meets

regularly to provide evaluation and input regarding training. **Specific efforts related to employer involvement in proposal:** EWDJT proposal design team members held the following meetings to gather input from employers: 12/13/16 – Met with Axalta, discussed environmental safety curriculum for handling chemicals from paints, etc.; 1/10/17 -Met with Anchor Glass, toured training facilities, spoke about OSHA training; 2/1/17 –Roundtable meeting with local employers (JEA, Rayonier, Owens Corning, Florida Public Utilities, WestRock, Stellar) in chemical, utility, and paper industries, discussed environmental training we could provide; 2/7/17 – Met with Johnson and Johnson Vision Care, toured our facilities, spoke about their need for workers with OSHA certs; 2/14/17 – Met with Miller Electric to discuss their training needs; 2/22/16-Industry and Academic Forum with FedEx, Walmart, Dollar Tree, Intelligrated, Ashley Furniture, Snyder Electric, Home Depot to discuss recruitment challenges for qualified workers, need for workers with OHSA certifications.

Employers committed to hiring graduates of proposed program; Discuss partnerships with employers who have hired graduates in the past. FSCJ's EWDJT program and our employer partners enjoy a mutually beneficial relationship. Based on commitments we have from our longstanding employer partners, we are confident we will place at least 45 graduates in jobs as projected. Environmental employers in need of qualified workers—such as Aerotek, EAP People Staffing, Environmental Labor Solutions, First Coast Manufacturers Association, Terracon, JEA, Moran Environmental Recovery and Cardno--support the efforts of this proposal. These companies have committed to work with EWDJT staff to place program completers in positions that utilize the skills they have obtained. Employers like Terracon make presentations to each EWDJT training class detailing the work they do, available jobs and career pathways in their company. Employers who do these presentations consistently tell us how valuable the certifications are that the EWDJT students are earning! Various departments of CareerSource, such as the Veterans and the Port CareerSource staffing managers, have helped hundreds of program graduates acquire jobs; they have pledged to continue their efforts. Aerotek Environmental & Engineering have interviewed over 200 of our graduates, hiring a majority to work on local brownfields sites. They pledge to continue to hire graduates. **Letters of support from past and prospective employers that affirm involvement & commitment** are attached.

7. Leveraging

Note: Leveraged Funds are also noted in Table 3 as Non-EPA Project Funding. FSCJ will commit a total of \$75,800 in non-federal funds to support the EWDJT Project. \$65,800 will come from the College's donation of 32.9% in administrative costs related to administration of training grants. \$10,000 has been committed from the FSCJ Foundation to provide scholarships for students to continue their education at FSCJ (4 scholarships for \$2,500 each will be provided). These leveraged funds, in addition to other robust support from FSCJ departments (*Center for Civic Engagement community outreach, Career Development Center job placement resources, Disability Services accommodations; Adult Education GED and ESOL academic enhancement; Veterans Center*) and wraparound services for housing, transportation, life skills development, childcare, etc. from community partners (*United Way of Northeast Florida; Early Learning Coalition; Groundworks Jax; CareerSource; Goodwill; Jacksonville Housing Authority; Operation New Hope*) will ensure our EWDJT program accomplishes program goals.